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THE CONFERENCE BULLETIN

PUBLISHED BY THE

NATIONAL CONFERENCE OF SOCIAL WORK

Vol. 23

MAY, 1920

No. 6

The New Orleans Meeting

Any assemblage of men and women interested in the same great cause and gathered together from all over the United States for the purpose of consultation, discussion and deliberation is necessarily a most interesting gathering. This is particularly true when their subject of common interest is so vital and important a one as is that of the best way in which to achieve human welfare.

Added interest inheres in such a meeting when those gathered together are leaders in social thought and activity, not only in their local communities, but in the nation at large. Of such persons was the Annual Meeting of the National Conference of Social Work at New Orleans composed.

Given such a purpose and such a gathering, there are bound to be certain high-lights; there will be some sessions which will stand out from others because of the occurrence of some special thing; some presentation of a great subject in an adequate way by a great man or woman; some new and illuminating thought advanced; some plan offered whereby a human need may be more fully met, a human want better satisfied, or a human pain more certainly relieved.

Each annual meeting has been the scene of one or all of these compellingly interesting experiences, but rarely in the history of the National Conference, or any other organization, has such an occasion manifested itself at so prosaic a session as a general business meeting called for the transaction of routine business. Despite the handicap of the unusual, it was at such a meeting that the unexpected happened at New Orleans.

No matter what may be the form of human activity, it is pretty difficult to carry it on successfully unless it rests upon a sound economic foundation. The National Conference has learned this fact through sad experience. A deficit had been weighting it down like an old man of the sea, and, like most deficits, it was manifesting a remarkable tenacity of life and exhibiting a most reprehensible tendency toward intrusion at most inopportune moments and unexpected places.

The executive committee had grown awearied of the presence of this unwelcome guest and most wisely determined to put up the question of its expulsion from the family domicile, to the whole

family gathered together in business session.

The president was instructed to state the case, and when he had finished his statement, there occurred one of those spontaneous expressions of affection which keep alive one's faith in the essential value of human association for human betterment. The Conference expressed its own estimate of its value to itself and the world by liquidating the entire accumulated deficit.

It was a rare and unusual experience for those present and will long be remembered by each of them as the highlight of the New Orleans meeting.

This action of the four hundred delegates present at this meeting does not, of course, mean that all of the financial difficulties of the Conference are forever ended. The current annual budget, with its constantly and inevitably increasing costs of operation, must be met, but it does mean the excising of a malign growth which was threatening the very life of the Conference.

Realizing the fact that the elimination of a deficit was but part of the work needed, the executive committee instructed the secretary to communicate with every member of the Conference and to offer to each the same privilege of helpfulness which had been enjoyed by the favored four hundred who had been so fortunate as to be present at the Monday afternoon meeting in New Orleans.

The committee felt that it was not fair to those who were not present, that they should be deprived of an opportunity to join with those who had been present in an act of marked service and usefulness to the Conference. In a truly democratic body like the Conference, there should be the widest sharing of privileges as well as of obligation; therefore, this privilege of further service has been offered to the entire Conference—a service this time which shall be constructive, in that a wide response upon the part of the great body of members who were not present at the memorable Monday meeting, will mean an insurance against any future deficit and the assurance that the Conference will be placed upon a firm financial basis so that it may meet its accruing obligations when and as they fall due.

This is a consummation not only wished for, but unquestionably expected by the executive committee and by the four hundred who have already pledged their enlarged assistance.

Lovejoy's Message

OWEN R. LOVEJOY,

Ex-President, National Conference of Social Work

On the eve of my retirement from the presidency of the National Conference, let me take this occasion to express deep personal gratitude for the loyal and cordial co-operation of its membership during the past year. This spirit not only made the burdens of responsibility light, but furnished a favorable atmosphere for the New Orleans session.

The president of the Conference is so absorbed with its business details that he is necessarily barred from most of the Conference sessions, but the impression gathered from the recent meeting leads me to believe that the discussions were of peculiar timeliness and were carried on with courageous frankness mingled with generosity. There was no attempt to steam-roller any group, and everyone appeared entirely free to express his deepest convictions on the subjects nearest to him. In this respect the Conference was true to its traditions as the world's greatest and freest open forum.

The determination of the members to avoid increasing the annual dues—a policy which it was believed might discourage the enlisting of new members—was gratifying to those who look upon the Conference as an educational agency in our national life. As one member of the executive committee expressed it, "The Conference should not rely upon its membership dues any more than a university does upon the tuition of its students to cover its running expenses." This theory, however, would have left the Conference in an embarrassing position, with an accumulated deficit of over eight thousand dollars, had it not been for the fine way in which the membership rallied to an appeal for funds to reduce the deficit. After a clear statement by the chairman of the ways and means committee at the business session, the members cheerfully shouldered the burden and in a few moments wiped out the deficit by contributions and pledges of over nine thousand dollars. This practical manifestation of loyalty gives the incoming officers a clear field for an aggressive and fruitful policy in the current year. It was also evident, as expressed by one of its ex-presidents, that "every member of the Conference seemed to feel as though he belonged."

The Conference is to be congratulated on the businesslike supervision of its affairs under the direction of the general secretary, Mr. Parker, and on the active and progressive administration which the newly elected president Mr. Burns, will give.

THE CONFERENCE BULLETIN
OF THE
NATIONAL CONFERENCE
OF SOCIAL WORK

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MAY, 1920

Published four times a year by the National Conference of Social Work, in May, August, November and February.

Price fifty cents a year, five cents a copy.

(Membership Directory, 25 cents)
Sent all members in consideration of payment of fifty cents as part of membership fee.

Entered as second-class matter October 18, 1918, at the Postoffice at Chicago, Ill., under Act of August 24, 1912. Acceptance for mailing at special rate of postage provided for in Section 1102, Act of October 2, 1917, authorized on August 8, 1918.

Remake Milwaukee Famous

ALLEN T. BURNS,
President, National Conference of Social Work

For the National Conference of 1920-21, the rank and file of the members have assumed greater responsibility than in any recent if not in any year of our history. Most significant and inspiring was the members' determination to shoulder the finances of their organization. The first \$2,500 was pledged on that memorable afternoon in New Orleans on the appeal of your officers.

The spontaneous assumption of \$6,000 in addition, more than meeting the entire deficit, is the most wholesome out-break of life I ever saw in the Conference. It must be remembered that the regular current budget remains to be financed. The self-sacrifice of the pledges will be doubled, as will their usefulness by prompt payment. For you are freeing your elected officers from what has been in recent years the greatest handicap to the further development of Conference service. As your new president, I thank you profoundly for loosing the hands of my associates and myself for the more direct tasks of program and organization.

But the members incur a responsibility even greater than that of finance when they choose officers in a freely contested election. For the defects of democracy come from electors feeling their duty done with the casting of their ballots. Too often they slump back into neglect and non-participation. They wonder why their choice is a failure and determine never to be interested in elections again. Must history repeat itself in the National Conference? Or will the members continue to exercise the responsibility they have assumed?

Your president feels absolutely dependent on all of you for carrying on to success a conference based on greater initiative and participation of the members. For this is what the Conference needs, isn't it? We have called it less cut-and-driedness, more spontaneity, more unity with less unanimity. Only activity of the members will achieve

this. On behalf of your officers, I beseech, yes, challenge, you to do it.

How? Begin sending in at once your suggestions on subjects and speakers, general conduct and policy of the conference. Write them to your division chairman and committeemen, the general program committee, the committee on expression of standards and ideals, Otto W. Davis, Minneapolis, chairman. Your suggestions to the last committee and the committee on program are especially necessary because of action to be taken at the next annual meeting. Decision of policy will be made as to expressions on vital issues by the Conference. The program committee has been instructed to study and report on the whole organization and conduct of the conference so far as program is concerned. This includes the question of continuance of present divisions and methods of planning sectional and general meetings. What are your ideas on these subjects? Let us have them. Then be on hand in Milwaukee to back them up.

The success of the Conference is a less important reason for democratic procedure than is practice in democracy by social workers. For many policies of social welfare are reaching their limits of promotion by social workers alone. Extension of child welfare, family standards, industrial minima have become dependent upon their incorporation in the feeling and wishing of the citizens at large. How to accomplish this is the next problem in social work. It is the democratizing, or socializing of social work.

But the social worker has talked more and practiced less democracy per talk than any citizen. This will continue unless members get practice in democracy. Where better to begin than in our own conference?

The readiest point of contact for social work with the larger life of society is the school. The next National Conference will be held as late as June 22-29, 1921, in order to bring educator and social worker together. Shall this be the beginning of the greater application and appropriation of social ideals by the general community? You can make the Milwaukee conference accomplish this. Will you?

Children

J. PRENTICE MURPHY

The Children's Division of the National Conference has had the benefit of three years of able direction by Mr. Thurston, who retired as Chairman this year. His committee has likewise helped in perfecting programs from year to year and in giving a continuity to the division that has been notable. The effort begun several years ago to get from some one in the public school group a statement showing the interrelation between the public school and social work failed again, due to the inability of the speaker to whom the subject had been assigned, to get to New Orleans. This subject must be threshed out at some early session, for the public school as a social force is too little known to the social worker, as well as to the teacher.

The Division has had six sub-committees; the one on Delinquency made a

report through its Chairman, Calvin Derrick, at a round table. The report, which is entirely Mr. Derrick's, was excellent and certainly marks a further step in the prevention and elimination of juvenile delinquency. The sub-committee on Dependency—C. V. Williams, Chairman—submitted a most able joint report. The fact that both committee reports were submitted in multigraph form helped very much in stimulating discussion and also in enabling definitely reporting back to local committees. The committee on Dependency was continued for another year with instructions to report further as to the operation of its standards.

The session on "the place of the Juvenile Court in the care of dependent children" was very spirited. Professor Bidgood of Alabama led off with a good paper outlining a broad program for the Juvenile Court, and speaking from special experiences with southern rural conditions, urged strongly that the courts should maintain authority over dependency cases. Judge Ricks of Richmond, Virginia, and Mr. Barrow of Alabama, held to the contrary point of view and urged that the Juvenile Court was not the place for dependency problems. They urged that such work should go to Boards of Children's Guardians or similarly constituted public bodies under proper state control and co-ordination. The clear indication that the children's group has many unsettled problems in this field led to the decision that there should be a sub-committee on Juvenile Courts, co-operating jointly with a similar committee to be appointed by the National Probation Association. It is hoped that this joint committee will be able to make a report at Milwaukee on the most controversial phases of the Juvenile Court movement. The New Orleans meeting made it quite clear that the Juvenile Court cannot be excluded from dependency work in sparsely settled states and particularly where the rural situation predominates.

The sub-committee on the Unmarried Mother, Mrs. Ada Sheffield, Chairman, held an important divisional meeting. Two other divisions held meetings on different phases of illegitimacy, and the Inter-City Conference on Illegitimacy likewise staged a luncheon at which a number of important reports and papers were read. At the children's meeting, three important papers were read: Miss Lundberg's "Progress Toward a Better Law;" Dr. Kosmak's "Obstetrical Facilities for Unmarried Mothers;" and Mrs. Sheffield's "The Nature of Social Stigma in Illegitimacy." All three will bear careful reading and study. Since the Inter-city Conference members are all members of the Children's Division, it would be well next year to have a joint meeting as part of the National Conference, the control of this part of the program to be in the hands of the Inter-city Conference.

More careful checking up with other committees and more joint meetings will be necessary if the Division is to be confined to five official sessions. The round tables and unofficial meetings can be multiplied to such an extent as to kill all opportunities for inter-visiting between divisions by Conference members.

Delinquents and Correction

BERNARD GLUECK, M. D.

To those who are acquainted with the deliberations of the two foremost national organizations which deal with the subject of delinquency, namely, the American Prison Association and the National Conference of Social Work, the delinquency program of the New Orleans session ought to be of more than passing interest. The spirit of scientific inquiry, the deep concern with the offender as an individual, and the consciousness of the need for specialized training for workers with delinquents which throughout characterized the deliberations of the New Orleans session served to bring into marked relief the contrast in the interest and aims of these two national bodies. This is not the place to enter into a detailed discussion of these differences, although it would be very helpful to do so, but in so far as the New Orleans conference is concerned its deliberations from beginning to end reflected a whole-hearted endeavor to make a sound and helpful contribution to the equipment of the social worker and to bring a little more insight into the field of delinquency.

From the very beginning in the section meeting held in conjunction with the Children's Division in which topics such as "Instinct and Conduct" and "The School and the Home as Conditioning Factors in Conduct" were discussed, to the last session in which an attempt was made to outline the desired minimum of sociological and medical insight for workers with delinquents, the entire program aimed in the above direction.

Dr. F. L. Dunham's paper on "Instinct and Conduct" and the paper by J. Prentice Murphy on "The Home as a Conditioning Factor in Misconduct," provoked a very spirited and interesting discussion which had as its central aim an emphasis of the need of bringing to the social worker the facts and principles of mental medicine in a more practically useful manner. It became evident in the course of this discussion that a presentation of those principles based on actual case material in the management of which the physician and social worker collaborated would probably serve as the best means of carrying over psychiatric principles and methods into the daily practice of the social worker. It occurs to me here that the valuable case material which has accumulated as the result of the joint efforts of the Judge Baker Foundation and the Boston Children's Aid Society ought to be of inestimable value to the worker in child welfare.

Following this discussion of the nature and modification of human conduct, a next logical step was taken in the deliberations of the session which dealt with problems of protective work among girls. Aside from Miss Maude Miner's excellent and carefully prepared statement on "An Effective Community Program for Protective Work," there were two other important papers, each of which directed attention to what ap-

peared to be very significant tendencies in the field of social work.

The director of the Women's Bureau of the Metropolitan Police Department, Mrs. Mina Van Winkle, presented a very interesting and stimulating paper on the "Standardization of Aims and Methods of the Work of Policewomen." No one who listened to this paper could have failed to grasp the significance of the movement to bring trained social workers into the field of police work. No more effective method for socializing the police departments of our cities can be thought of, and the widespread and significant influence of such a socialization of police activities can hardly be overestimated.

In a no less important but different direction there is a growing tendency to socialize the medical clinics of the country, another type of firing-line institution which comes in contact with beginnings in social maladjustment. Miss Ora Mabelle Lewis, Social Service Department, Massachusetts General Hospital, gave a very helpful and interesting discussion on this subject, pleading for a wider recognition of the social service possibilities of a well-conducted medical clinic.

The next two sessions dealing on the one hand with juvenile court problems and on the other with problems of probation and parole, contained a series of worth-while discussions in these respective fields, practically all of which definitely aimed at emphasizing the treatment side of these modern social instruments. Thus, in the section dealing with the juvenile court, Judge Samuel Murphy of Birmingham, Alabama, outlined the distinguishing features between the aims and methods of the Juvenile Court and those of criminal procedure in general and pointed out the direction along which criminal procedure might aim to approximate more closely those processes which are being so generally utilized in Juvenile Courts. To the unbiased observer it would seem that such an appropriation of aims and tendencies ought to aid materially in the much-needed modernization and humanization of criminal procedure.

In the same section, Mr. H. F. Brett-hauer of Shreveport, La., gave a delightfully human account of the social service activities of a probation officer. His story must have convinced everyone of the great value in probation work of an elastic procedure free from the hampering effects of a rigid legal machinery. Indeed the success of the probation officer of the future will be measured by the extent to which he renders court processes superfluous in the management of disturbed human relations.

Mr. O. F. Lewis, of the Prison Association of New York, then called attention to the plan outlined by his organization for the reduction of juvenile delinquency by community effort. From the demand for reprints of this plan, it was evident that his presentation provoked much interest.

Mr. Edwin J. Cooley's paper on the "Administration vs. the Treatment Aspects of Probation" indicated much study and care in the working out of

what seemed to be a very effective administration and therapeutic program in the field of probation, and his presentation was very helpfully supplemented by an interesting extemporaneous statement on the equipment of the probation officer by Mr. Louis N. Robinson, chief probation officer, Municipal Court, Philadelphia. Of special interest in this session was a paper by Dr. T. H. Haines, in which the parole methods in vogue in hospitals for the insane were contrasted with those employed in prisons and the advantages pointed out of adopting by penologists of some of the parole principles of the hospitals for the insane.

All of us found particular satisfaction in the fact that in the six sessions of our division, two were held in conjunction with the Division on Mental Hygiene. It is no longer necessary to emphasize the mental hygiene implications on the field of delinquency and a closer and growing cooperation between these two spheres of endeavor can only result in benefit to both. Of the papers delivered in these two sessions, those by Jessie Taft, C. Macie Campbell, and Mrs. Hodder deserve to be read in full and repeatedly.

Very interesting papers at the general session were given by Professor Todd and Mr. Beasley of North Carolina.

Aside from the regular section meetings two very spirited and interesting round table discussions on "The Unmarried Mother" and the "Runaway Girl" were held under the leadership of Miss Maude Miner.

By permission of the Executive Committee, the deliberations of the Division on Delinquents and Correction will be published in a separate pamphlet with running comment by the present writer.

Health

GEORGE J. NELBACH and RICHARD A. BOLT, M. D.

(Reprinted from Survey, May 8, 1920)

In selecting the topics for discussion, the divisional committee on health took into account the tremendous impetus given to the extension of the public health movement particularly in the smaller cities and rural districts by the recent influenza epidemics and by the publication of the findings of the draft boards as to physical fitness for military service. It was felt at this meeting of the conference the consideration of problems relating to the organization and administration of health services, of methods, procedures and program of work would be especially worth while. Accordingly, specialists in the field of public health nursing, in the work of hospitals, in the development of hospital social service, in public health publicity, and in the organization of health centers were secured. The animated discussions and the type of questions propounded showed the timeliness of such a review of the fundamentals and of an evaluation of measures and methods in these various lines of work.

Team work in the public health move-

ment, a perennial topic at health conventions for the past ten years, came in for skillful treatment at the hands of Courtenay Dinwiddie and Dr. Donald B. Armstrong. The steady multiplication in the local communities of private health agencies, the increase in the rates of health work carried on by public health departments, and the assumption of special services by hospitals and by the educational authorities, make the formulation of coordinated programs of health work more imperatively urgent than ever before. A systematic and intelligent understanding on the part of private health agencies of the limitations imposed upon public health officials by the rigidity of laws, by cumbersome civil service rules, and by hampering regulations framed by indifferent fiscal officers; and similarly an understanding and appreciation on the part of public health officials of the fact that the funds of private health organizations are generally contributed for specific purposes, often for experimental or demonstration work, and usually cannot be devoted to piecing out the expenditures for routine lines of work performed by public health departments; that the private health agencies are sincerely endeavoring to uphold the hands of the public health officials and not trying to embarrass them—a real understanding and appreciation of these things by both groups must be the foundation, the two speakers asserted, upon which successful cooperative and coordinated programs of work are built up. Jesse O. Thomas described machinery for the generating of cooperation in health work between whites and Negroes in Atlanta. Under this plan, a group of representative whites and a group of representative Negroes meet separately three times each month for the consideration of matters pertaining to health, civic, and social welfare, exchange copies of the minutes of the proceedings of these meetings, and then come together for a joint meeting in the last week of the month.

The rapid development of health work in the local communities has had the effect of bringing out more clearly the need of a strong state health policy and of a well financed state health department with a trained personnel. John Tombs, of Albuquerque, described the steps taken in New Mexico last year to create public opinion for the establishment of a state health department, how this opinion had been successfully focused upon the members of the state legislature and governor, and how a full-time, well trained state health commissioner and well equipped personnel had been secured. In most states, the creation of strong central health departments needs to be followed up with the enactment of legislation providing for the consolidation of the hundreds of little, local health units into district or county units, of population and wealth sufficient to justify the employment of full-time trained health officials. Ohio in 1919 led the way in taking this advanced step. Robert G. Paterson of

Akron explained the features of the so-called Hughes act, which created larger health units, made mandatory the employment of full-time health officers, public health nurses, and clerks by such units, appointed from civil service lists, and provide state aid for carrying out the purposes of the act.

The special health problems of the immigrant were discussed in the joint session with the Division on the Uniting of Native and Foreign-Born in America. The conditions to be faced were graphically outlined by Dr. Caroline Hedger, who advocated unification of effort with a common aim of health, and suggested that "the point of view of health should be approached from the point of view of the neighbor." Too much should not be expected of the foreigner all at once. His superstitions and fears must be allayed. The screws should be put on him with no more pressure than will develop responsibility. The point of view of the health officer was presented in a carefully prepared paper by Dr. Henry F. Vaughan, commissioner of health, and Arch Mandel, of the Bureau of Governmental Research of Detroit. The health work among the foreign-born in Detroit was described and an attempt made to evaluate results. A paper by Antoinette Cannon embodied the results of a study of methods of Americanization as set forth in replies to questionnaires sent to 188 hospital social service departments. The social conditions affecting health most frequently seen are bad housing and overcrowding, illiteracy, use of midwives, superstition and fear, family incoordination, lack of discipline and isolation of the mother. Miss Cannon recommended courses in training schools on immigrant heritages, study of household customs of different nationalities and teaching based on this, better public health work for Americans, interest in languages and published studies, more literature.

At the last session Dr. Royal Meeker, commissioner of labor statistics, presented some of the results of his careful studies of family budgets and the cost of living and compared them with similar data obtained in 1901-02. The statistics thus far gathered indicate that the average American workingman and his family are living on a lower level than before the war. Dr. Meeker urged the working out of standard quantity budgets for the average American family. A paper by Dr. Frederick L. Hoffman, of the Prudential Insurance Company, provoked a heated discussion of health insurance. Dr. Hoffman condemned in no uncertain terms national health insurance in England and the attempts of this country to establish it. Exception to his statements was taken by a number of those present who felt that health insurance was a logical development. E. G. Routzahn considered how best to "sell health to the people." There is a pressing need for better material in the way of exhibits and means of approaching the locality to make health attractive.

Public Institutions and Agencies

ROBERT W. KELSO

The New Orleans meeting afforded one more proof that public social service agencies are steadily rising to the standard which social workers in the private field have set for them. For public officials in social service are, like public agents of all other sorts, the creatures of statute, and their powers are such only as public opinion speaking through the statute wishes them to have. And now public opinion, impressed by the showing which social workers throughout the country have made, is minded to make more constructive use of its public welfare departments. The great school through which this demonstration to the public has been made is the National Conference.

In the general session, the juvenile court and the probation system,—both of them instruments of preventive social service, fed down the throat of unwilling state government and disgusted American Bench by the insistence of social workers,—were spoken of with affection and their effective coordination discussed by Judge Brown of Philadelphia with that same analytical keenness which judges heretofore have reserved for the most vital questions of law.

This division discussed the idea of a boarding school for crippled children. The example was the Massachusetts Hospital School for Crippled and Deformed Children. But the emphasis was not upon the shape and extent of the plant or the savings made in the kitchen, points important enough in their way; it turned rather upon the relationship of such a public undertaking to the community,—the needs of such help to the handicapped child; the value to the community in salvaging these little folk for self-supporting citizenship; and the moral effect of having each person, handicapped or not, doing his bit. To the public official, its staunchest friend, the public institution has ceased to be an end in itself; it has become a means to an end, best managed by officers who are socially minded.

These officials also discussed prisons and leprosariums. In the one case the emphasis turned upon improvements in methods of commitment and right policies in parole; in the other, it was the attitude of the whole nation toward a tropical disease and the ways and means of educating public opinion toward other diseases of less dramatic notoriety but far greater danger to the public health.

A most profitable discussion of feeble-mindedness turned upon the best social policy by which to discourage the breeding of feeble-minded persons.

Consideration of some early studies of the effects of prohibition was entered into with enthusiasm. The marked decline in numbers in our institutions for the criminal and the insane was noted with satisfaction, but the point of most intense interest was the great reduction in cases of distress in homes of the American people.

The Family

AMELIA SEARS

(Reprinted from Survey, May 8, 1920)

The family division seemed possessed by a psychosis of self-determination. The division elected its executive committee and its chairman by the hitherto untried method of proportional representation with nominations from the floor accompanied with rousing nominating speeches. The speakers, assembled from all parts of the country, unconsciously expressed the growing recognition, which seemed to be abroad, of the sanctity of the individual. Florence Hutsinpillar placed her emphasis upon consideration of the family's own plans and aspirations. Homer Borst, in an ably prepared paper read by Mrs. Borst and known as the Borst Family Paper, derided the worker who proceeded without adequate conception of the family's plans and purposes, and who complained she was unable to do "constructive work" because her family utilized their inherent resources and solved their own problems. The basis of Mary E. Richmond's authoritative address was the plea for a rising standard of treatment based on clear and far-reaching knowledge of the intellectual life and purposes of the individual. Her paper roused a lively anticipation of another textbook on social case-work as a *materia medica* to accompany Social Diagnosis. A. J. Todd's paper on the responsibility of social workers as interpreters of industrial problems stressed the growing intellectual independence of the workingman in his description of "compulsory-voluntary arbitration," a device by which unions having determined voluntarily on arbitration make their decision binding upon their membership. Bernard Glueck struck this same note in his arraignment of the parent who "will not let his child grow up," but seeks to make all decisions for him, thus denying him the right of choice.

Possibly, however, Mr. Thomas of Atlanta best illustrated this trend in his address before Division III, Health. He illuminated a description of the Atlanta plan, which is a pioneer movement of working with the Negro not for him, by a whimsical account of the physician who, however proud of his diagnostic skill, still "permits the patient to say how he feels."

Other papers in the division revealed the growing appreciation of the technique of family case-work; John A. Lapp, with his prognosis of the extension to the St. Vincent de Paul Society of the principles of registration with accompanying saner action; Murray Auerbach with his suggestion of a "case record" of cities, and Robert C. Dexter with his plea for a wider interpretation of case-work findings. That case-working agencies are in a healthy growing state was indubitably evidenced by the self-questionings of the division, and the open-minded acceptance of criticism and new ideas.

Industrial and Economic Problems

FLORENCE KELLEY

(Reprinted from Survey May 8, 1920.)

The field of this division is so vast that, in order to keep any coherence in our program and continuity in our effort, we stated in 1918 our agreement that there are three fundamental causes of industrial destitution: race hatred and oppression, land monopoly and lack of cooperation. In 1919, with participation of foreign speakers brought to this country by the Children's Bureau for the Children's Year, it was possible to discuss certain palliatives, cooperation, insurance and industrial legislation.

In 1920 we have been doing business at the old stand. The District of Columbia Minimum Wage Board, Uncle Sam's own geographically very limited area of minimum-wage activity, the newest comer added to the ten minimum wage commissions, was represented by its secretary, Clara Mortenson. Throughout one full session and half of another it served as text for searching scrutiny of the whole theory and practice of minimum wage commissions. It is reasonable to hope that the conference may have contributed in some slight measure to promote the new minimum wage bill which will, at the approaching session of the Louisiana legislature, be introduced by the Consumers' League, and backed by the State Federation of Women's Clubs.

Cooperation claimed two whole sessions, with Dr. John L. Eliot of the Hudson Guild of New York declaring it the most hopeful field of effort and activity now visible on the industrial horizon; with Allen T. Burns demonstrating by cumulative illustrations that virtually all the elements of our foreign-born population achieve success in consumers' cooperation more readily than the native English-speaking descendants of the founders of the republic and setting forth the growth of cooperation within the labor movement since the meeting of the conference last June; and with Mrs. Howard Eggleston of the New Orleans Housewives' League giving practical proof of the lively interest in the subject in the South by describing the current initial stages of the New Orleans Cooperative Store.

The Rev. John A. Ryan and Dr. John A. Lapp addressed the division on the present status of labor standards. Father Ryan was especially interesting on the Catholic bishops' program and Dr. Lapp on the sources of opposition to industrial health insurance. Labor legislation (aside from minimum wage commissions) was presented almost as if by moving pictures, so vivid was Grace Abbott's account of the International Labor Congress, called by President Wilson in Washington, last November, to agree upon international labor standards. Miss Addams honored the division twice—by discussing housing as she had found it in five European countries in 1919 and by addressing the general session on Monday evening with Dr. Felix Adler and the undersigned, on

the general theme of industry and the new social order.

A new feature in the work of the division is the holding of joint sessions. This prevents duplication and lends variety welcome to speakers and audience.

The Local Community

HOWARD S. BRAUCHER

Not alone what can I do for my neighborhood and my community, not even what can my group do for the community, but how can I and how can my group help each man, woman and child and each other group in the community to have a full measure of satisfaction in community effort—was the main thought of The Local Community Division of the National Conference of Social Work.

Community effort is a great privilege to be shared by all. Working men and women, mothers with little children, business men, the returned soldiers, the Boy Scouts just graduated from their own organization, all are to have their full share. Civic work is not to be left to the few, but a spirit and technique is to be worked out which will include all. All groups with the finest spirit toward each other considered how they could be used to help the community as a whole to work out its own salvation.

No one grand plan of community effort which would bring in the millennium in each community was presented. The discussions gave convincing evidence that social workers were themselves becoming community minded and, perhaps even more important, gaining a community emotion.

Difficulties in making the local, state and national government function as community builders were frankly faced but without despair. Representatives of volunteer community agencies took it frankly for granted that the ideal was to have as much as possible in community work done by the local government but that there would always remain much which at any given moment needed demonstration or required further experiment. The organization of citizens in private groups to stand behind the government agencies was recognized as essential to government community effort.

The number of rural community workers present, the energetic, pioneer, non-institutional way in which the rural community problem is being worked out by them led several to say that the country would soon be teaching the city very human ways of building neighborhoods and communities.

No part of the discussion was on a higher plane than that which had to do with the negro and the local community. Amid all the difficulties at the present moment the negro leaders spoke with optimism of the newer conditions in America in community building.

Many suggestions regarding next year's program have already been received. It is particularly desired that the specific problems facing neighborhood and community builders be clearly and sharply presented and be forwarded for discussion at Milwaukee next year.

Mental Hygiene

C. MACFIE CAMPBELL, M. D.

The Division on Mental Hygiene was occupied in discussing factors which are also fundamental to the work of the other Divisions, namely the complex nature and needs of the individual worker, with special reference to his past development and his working environment.

The economist has too long neglected to study the complex nature of the worker, the hygienist has paid little attention to the healthy satisfaction of the emotional life and to the healthy formation of social habits, the criminologist has thought much of the crime and known little of the criminal and the springs of his actions. The conditions of mental health, the early experiences which modify one's ability to meet the tests of life in a well-balanced manner, the relation of the school, factory, home and social environment to the needs of the individual have an intimate bearing on the work of all the other Divisions of the National Conference, whether dealing with health, dependence or delinquency, family relationships, community organization or assimilation of alien racial units. The Division on Mental Hygiene discussed two promising fields for work, two directions in which the community is ripe for a rapid advance. First; it is recognized that adult efficiency and happiness are largely determined by the influences of the school period, and that the school system is an organization of wonderful potentialities, not merely for teaching the three R's nor for detecting malnutrition and faulty tonsils, but for getting into touch with the real problems of girls and boys, in order that one may help them to face the fundamental problems of human nature and train them in good mental habits, which may safeguard them later from dishonest modes of thought, from invalidism, race and class prejudice, mob hysteria, intolerance and other faulty adaptations. Second; it is becoming evident that in the present industrial organization, the prevailing neglect of the right of the worker to the satisfaction of his or her complex human needs is fraught with danger to the structure of society. To bring the community to vivid realization of the actualities of human nature, to make the groups of employers and employees realize the human facts that lie beneath the economic surface, to organize efficient help at the earliest moment for those who show signs of breaking under the economic strain, to take account of the special abilities and disabilities of the individual in allotting work, are tasks which are now our immediate concern.

The discussion of the Division on Mental Hygiene was essentially focussed on the above problems. Emphasis was laid by Mrs. Florence Kelley on the way in which certain industrial conditions warp the life of the worker. Dr. Birmingham showed how the industrial worker, struggling with emotional difficulties in

relation to some personal situation, at her work gives indications that help is needed, indications which, however, are ignored unless some nurse or other skilled worker is in touch with the workers. The possibility of finding out special abilities and disabilities by systematic examination and thus suiting the job to the individual was discussed by Dr. Bronner.

A series of papers dealt with the problems of the period. The truant and the wayward child were shown to be subjects worthy of serious community interest and amenable to common-sense treatment.

Organization of Social Forces

WILLIAM J. NORTON

(Reprinted from *Survey*, May 8, 1920.)

The general theme most characteristic in the discussions of this division was community-wide organization methods. The business side of social work, which has occupied the dominant position in this division's discussions for several years past, was subordinated somewhat this year to a discussion of social service organization. But business problems were not neglected. A summary of money raising efforts for 1919, covering all parts of the country, indicated that the financing of philanthropy had made excellent progress everywhere. A second discussion on how buildings and extensions are to be financed in federated cities disclosed a wide difference of opinion and threw open a new field for conference exploration. Two papers, one on standard wages for social workers, by Fred R. Johnson and one on labor turnover in social work by Sherman C. Conrad, will undoubtedly be used extensively for reference. The standard of all papers and discussion on social service methodology was exceedingly high. E. G. Routzahn and C. K. Matson presented two very definite, practical and useful papers on community educational publicity. There have been previous papers in the conference dealing with the philosophy of educational publicity that were good. The application of the philosophy received far better treatment this year than hitherto. A meeting devoted to the organization of Catholic social work struck a high note in two excellent but widely differing papers, by the Rev. Francis Gressle and the Rev. Frederic Siedenburg. The paper of Father Siedenburg, because of its historic summary, will go down as one of the great papers in conference literature.

The process of standardization among social agencies, a subject presented by Otto W. Davis with a definite series of practical suggestions, aroused perhaps the most vigorous and divergent discussion of the division. Porter Lee, in a paper on providing teaching material, succeeded remarkably in illuminating a dry technology with the humanistic touch which was the notable note running through the entire conference this

year. A meeting devoted to social service exchanges swung away from the dry processes of reporting, recording and filing, into a more interesting debate on how the exchanges might be used for research and educational work. The general session of the division opened a new topic for the conference on coordination of the field of social work.

Uniting of Native and Foreign-Born

ALLEN T. BURNS

The Division on Uniting Native and Foreign-born at New Orleans was in the small what the conference as a whole was in the large; for the division at its first meeting proved its freedom from the set program prepared for it by the committee. No speakers were on hand on account of the strike. So the members held their discussion on Mexican immigration just the same and had the papers when the speakers arrived toward the last of the session.

This same spontaneity continued throughout the division's proceedings. In its own separate sessions never more than two papers and sometimes but one was allowed. This represented the committee's faith in the members' desire and ability to carry on a free discussion. They did up to the very time limit.

Of course, this method of procedure was all the more appropriate as it illustrated the method of uniting native and foreign-born most generally urged in addresses or from the floor. The active, cooperative taking part by the immigrant in his own union with the native-born was insisted upon as not only imperative but also as the only American method. For the foreign-born cannot be made part and parcel of America in any way but by going through a thoroughly American process. Perhaps this division's methods have some suggestions for Americanizing the conference.

The process of successful union was further exemplified by the number of joint sessions held by this division with others. Out of a total of eight meetings five were joint. How much less useful to talk about immigrant health problems apart from the health specialists, or industrial relations separate from leaders in industrial development?

The arrangement was so mutually pleasing that in one instance the joint attendance requested an additional session to continue the same discussion. This was arranged with no fear that lack of set program need be ground for an uninteresting, unprofitable gathering. The members given greater opportunity on a live subject grasped the chance to have their own say so.

This newest division has fewest traditions and so is a natural experimental laboratory of conference practice. Has the greater taking part of members and union with divisions in overlapping fields any suggestions for solving the common conference problems of greater participation and unity?

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(The following is the list of committees as appointed. Acceptances from all appointees have not yet been received.)

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